

**OCT  
13-15  
2023**

**#activated**

**NPN LEADERSHIP SUMMIT**

**POWER  
AUTHENTIC**



**YOUR GUIDE TO  
THE SUMMIT**

**LOUISVILLE, KY**

# NPN'S MISSION

To be the premier professional organization for NICU Parent Leaders who collectively support and represent the needs and best interests of NICU families.

NPN is the ONLY professional association for NICU Parent Leaders in the US. Our members are working in highly influential positions in local, regional, national, and international capacities. Their work focuses on improving access to and the quality of education, resources, and support for families along the continuum of care from high risk pregnancy to life after the NICU.

## NPN'S GOALS

INCLUSION & DIVERSITY



COMMUNITY ENGAGEMENT



ADVOCACY & POLICY



FINANCIAL PERFORMANCE



PROFESSIONAL DEVELOPMENT



- ◆ Foster an inclusive, diverse, and equitable organizational culture for all members.
- ◆ To understand and serve the needs of NICU parent leaders through meaningful community experiences.
- ◆ To be the trusted NICU parent and family voice for maternal-infant issues nationally.
- ◆ Create and maintain a diversified development plan for growth and sustainability.
- ◆ To provide high quality professional development opportunities that enhance the knowledge, expertise, and impact of all NPN members.

Community is much more than belonging to something;  
it's about doing something together that makes belonging matter.

- *Brian Solis*

# OUR MEMBERS



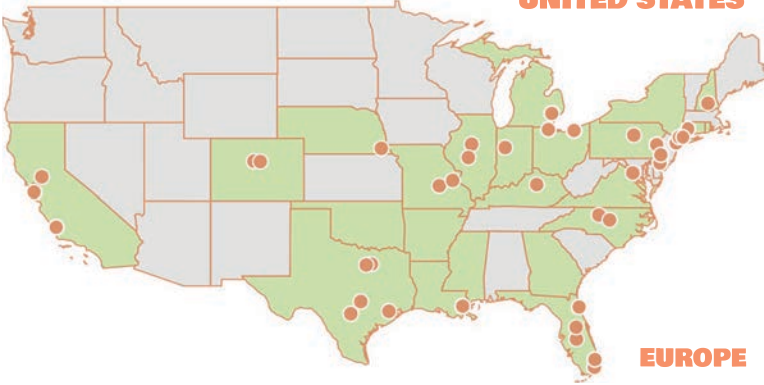
**TOGETHER** we envision a world where every NICU parent is an essential and integral member of their baby's care team.



MEMBER DIRECTORY

# MEMBER MAP

## UNITED STATES



VIEW OUR



MEMBER MAP

## EUROPE



Touching the Lives of More Than 90,000  
Premature Infants Globally and Counting

Learn more at [www.prolacta.com](http://www.prolacta.com)

Estimated number of premature infants fed ProLacta's products from January 2007 to December 2022; data on file.  
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MFL0033 Rev-09/23

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# Welcome!



*The Summit Planning Committee and NPN Board of Directors are pleased to welcome you to #activated 2023 NPN Leadership Summit.* After three years of virtual events we could not be more excited to welcome you live and in person to Louisville, Kentucky! This event also marks our 10th in-person NPN Summit, the only one of its kind in the United States, designed just for the unique needs and interests of NICU Parent Leaders.

Over the next two and half days you will have opportunities to connect, learn, and grow together. We hope you will leave the weekend feeling validated, invigorated, and rejuvenated as you continue to work day-in and day-out supporting and advocating for the needs and best interests of NICU and bereaved families across the globe. Being a leader can often feel isolating and lonely, as if the mountain you are trying to climb grows steeper with every step you take. As your own mission and purpose likely states, **you are not alone**. The NICU Parent Network community exists to support **you** to become the best possible leader you can be.

The beauty of our NPN community lies in our diversity of thought, experience, and expertise. Know that regardless of how you go about supporting or advocating for NICU and bereaved families, the tie that binds us is the collective knowledge that **families deserve to be integral, essential members of their baby's care team**. The complex medical, societal, psychosocial, and historical issues our families face are far too vast for any single organization to tackle alone. **Our strength is our ability to collaborate and partner in innovative ways** to ensure that NICU and bereaved families are appropriately represented in all facets of healthcare policy, care guidelines, advocacy, and education.

We hope that over the course of this weekend you will discover, or rediscover, the strength that lies within you as a result of your own NICU or bereavement experiences, that you learn you have something of value to give to this community of NICU Parent Leaders, and that you feel the embrace of this collaborative network.

With gratitude,

A handwritten signature in black ink that reads "Keira Sorrells". The signature is fluid and cursive.

Keira Sorrells  
Executive Director, NICU Parent Network

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## DAY ONE: FRIDAY, OCTOBER 13TH

# AGENDA

8:00 am

### Registration

9:00 am - 10:00 am

### Welcome Remarks

*Keira Sorrells + Gigi Khonyongwa-Fernandez*

10:00 am - 11:15 am

### Inclusion on Purpose: Creating a Culture of Belonging in Your Organization

*Ruchika Tulshyan*

Few would disagree that inclusion is both the right thing to do and good for business, but there continues to be a gap between intention and action. If we believe in the morality and the profitability of including people of diverse and underestimated backgrounds in the workplace, why don't we do it?

11:15 am - 11:45 am

### Break - Exhibit Hall

sponsored by



11:45 am - 1:00 pm

### Family-Centered Care: Overcoming Barriers, a Collaborative Approach

*Malathi Balasundaram + Nicole Nyberg + Meegan Snyder*

A Family-Centered Care (FCC) model in the Neonatal Intensive Care Unit (NICU) has been shown to reduce the length of NICU hospital stays for infants, improve neurobehavioral outcomes in preterm infants and increase the likelihood of breastfeeding at discharge. Research shows that families of infants admitted to an FCC unit experience less stress than those admitted to a standard care unit. Unfortunately, the FCC care model is lacking in many NICUs, and family integration is not routinely part of the standard of care. This has been further exacerbated by fallout from the COVID-19 pandemic. This panel will explore the existing barriers to FCC and review current work to overcome those barriers. Attendees will also learn ways in which they can incorporate and promote FCC in their own organizations and hospitals with which they work.

1:00 pm - 2:00 pm

### Lunch & New Member Introductions

2:00 pm - 3:15 pm

### The Power of Attachment: Exploring Infant-Parent Bonding in the NICU

*Tiffany Gladolis*

This session will take a deep dive into the critical importance of healthy attachment in infant development. Discover the challenges that NICU experiences can pose to bonding, infant mental health and parental mental health and explore the vital role that NICU Parent Leaders and Family Support Advocates play in supporting healthy bonding opportunities.

3:15 pm - 4:30 pm

### We Are Not Our Labels

*Lisa Grubbs*

Becoming a NICU Parent Leader is not a career path chosen during your educational journey, it is a path chosen after a traumatic experience around pregnancy, birth and/or the loss of a baby. We are drawn to this work and to one another out of a shared experience with the most precious part of life - parenthood. We continue on as we grow and develop into change-makers, advocates, and leaders. This engaging and interactive session will explore the many labels we have carried throughout our lives and how shedding those labels leads us to a place of freedom and empowerment as we pursue excellence in service to NICU families everywhere.

6:30 pm - 9:30 pm

### Networking Reception & Awards Dinner

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## DAY TWO: SATURDAY, OCTOBER 14TH

# AGENDA

8:00 am

### Registration

9:00 am - 9:45 am

### Day 2 Opening Remarks

*Keira Sorrells + Gigi Khonyongwa-Fernandez*

9:45 am - 11:45 am

### Navigating Compassion Fatigue & Creating Resilience Through Parallel Process

*Jennifer Middleton + Beatriz Vides*

Don't miss this essential workshop designed specifically for NICU Parent Leaders! We'll equip you to navigate the challenges of compassion fatigue and leadership in high-stress environments. Learn the power of the parallel process for both personal and team growth, while deepening your understanding of trauma and the polyvagal nervous system. This session will empower you to lead more effectively, support parents empathetically, and foster a culture of resilience and well-being in your organization. This workshop will equip NICU Parent Leaders with the knowledge and tools to identify, understand, and address trauma, leveraging this awareness to build a culture of safety and resilience within their organizations. Participants will learn about the parallel process and how to utilize the parallel process in leadership to simultaneously foster personal growth and team development, transforming challenges into opportunities for resilience and healing.

11:45 am - 12:45 pm

### Lunch

12:45 pm - 1:30 pm

### Big Ideas Sessions - Helping the Helpers

*Ali Dunn + Keira Sorrells + Rachelle DeOliveira*

Most people have heard the famous advice of Fred Rogers, to look for the helpers when dealing with a tragedy. But what if it is the helpers that need help? Stress, vicarious trauma, and compassion fatigue are all occupational hazards for NICU Parent Leaders. Helping people going through intense levels of trauma is rewarding, but also quite emotional. Add to this a 3-year-long pandemic that altered the healthcare landscape and it's easy to see why resources and morale are low. In this series of two TedX-style talks, you will learn some best practices for supporting staff and volunteers and how to work towards aligning your energy with your intention.

1:30 pm - 3:30 pm

### Courageous Communications: Intentionally Creating Diverse & Inclusive Spaces

*Gigi Khonyongwa-Fernandez + Teast Leverett + Erika Goyer*

Join us in the thought-provoking workshop module, where you'll gain greater awareness of how your messages impact others, understand the potential unintentional harm caused by your actions in the community, and identify your blind spots through assessment tools. Through engaging facilitation, we'll delve into marketing and communications practices to foster inclusivity. By applying your newfound insights, you'll have the power to transform the space in which you work and make a positive impact on diversity and inclusion. By the end of this module, attendees will be equipped with the necessary tools and knowledge to make transformative changes, ensuring their work truly embraces and celebrates diversity in all its forms.

3:45 pm - 4:00 pm

### Short Break

4:00 pm - 5:00 pm

### Advocacy for Policy Change: Red & Blue States Aligning for Families

*Sophia Rosenblatt + Brittney Crystal + Lisa Grubbs + Bekah Bischoff*

No matter how you serve, as a NICU Parent Leader you are a voice and an advocate for NICU and bereaved families, representing their needs and best interests in an array of settings. This panel discussion will highlight the advocacy work of The Iris Fund and Saul's Light Foundation to pass a stillbirth tax credit in their respective states. We'll share a framework for attendees to tailor for policy change in their area of interest.

6:00 pm

### Optional Group Dinner or Dinner on Your Own



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## DAY THREE: SUNDAY, OCTOBER 15TH

# AGENDA

9:00 am - 9:15 am

### Day 3 Preview

9:15 am - 11:45 am

### Defining a Scope of Practice for NICU Parent Leaders

As we explored on Day 1 of the NICU Parent Leadership Summit - the path to NICU Parent Leadership is one we choose to pursue after the life-altering experience of a traumatic pregnancy, birth, NICU stay, and/or loss of a child. There is no degree or certification (yet) allowing us to establish our credibility and professionalism as leaders within the healthcare system. In the current NICU and healthcare climate, where Family Centered and Integrated Care are severely lacking and inequities abound, our roles as advocates and leaders are all the more important. As we step into the responsibility to define the core competencies we need to succeed as leaders we must first define the Scope of Practice for NICU Parent Leaders. This collaborative session will allow each of you to participate in charting the path for the future of our profession.

11:45 am - 12:00 pm

### Closing Remarks



We support  
Superheroes



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# SPEAKERS



## KEYNOTE SPEAKER

**RUCHIKA TULSHYAN** (she/her)

**Author of *Inclusion on Purpose***

Ruchika Tulshyan is the best-selling author of *Inclusion on Purpose: An Intersectional Approach to Creating a Culture of Belonging at Work* (MIT Press). The book was described as "transformative" by Dr. Brené Brown.

Ruchika is also the founder of Candour, an inclusion strategy practice. A former international business journalist, Ruchika is a regular contributor to The New York Times and Harvard Business Review and a recognized media commentator on workplace culture.

Name pronunciation: Roo-CHEEK-ah Tool-SHE-yan

### **INCLUSION ON PURPOSE: CREATING A CULTURE OF BELONGING IN YOUR ORGANIZATION**

**Skills to Share:** Leadership development

**Interested in Learning These Skills:** Marketing/communications



**MALATHI BALASUNDARAM** (she/her)

**Neonatologist, Stanford University/FCC Task Force**

Malathi Balasundaram, MD is a Clinical Associate Professor at Stanford University and a staff neonatologist at El Camino Health (ECH). She is ECH NICU FCC committee chair, leads different subcommittees to improve NICU quality goals and formed FCC Taskforce to expand her passion of family inclusion to other NICUs.

### **FAMILY CENTERED CARE: OVERCOMING BARRIERS, A COLLABORATIVE APPROACH**

**Skills to Share:** Support program development | Leadership development | Collaboration development

**Interested in Learning These Skills:** Inclusion & diversity training | Volunteer recruitment/training/support



**BEKAH BISCHOFF** (she/her)

**Program Manager, MoMMA's Voices**

Bekah Bischoff serves as the Education & Development Coordinator for the MoMMA's Voices program of the Preeclampsia Foundation, assisting and working beside those going through the online training to prepare them for working with patient family partners. She enjoys using her years of professional experience in education to implement change through the MoMMA's Voices Lived Experience Integration™ framework. Following her own near-death experience and postpartum recovery with the birth of her second child due to severe preeclampsia and HELLP syndrome, Bekah is passionate about helping moms identify and heal from their traumatic birth experiences.

### **ADVOCACY FOR POLICY CHANGE: RED & BLUE STATES ALIGNING FOR FAMILIES**

**Skills to Share:** Support program development | Community organizing & outreach | Policy & legislation | Hospital relationship building | Collaboration development | Volunteer recruitment/training/support

**Interested in Learning These Skills:** Organizational development | Grant research & writing



**BRITTNEY CRYSTAL** (she/her)

**Founder, The Iris Fund**

Brittney has a BA and an MA in International Relations. She's worked at the United Nations in Switzerland and Save the Children with a focus on operational excellence and emergency response.

She is a mom of three preemies- two that thrive and one that sadly did not live past delivery (Iris). She now devotes herself to the organization she founded in her daughters' name. The Iris Fund invests in research and supports the loss community.

### **ADVOCACY FOR POLICY CHANGE: RED & BLUE STATES ALIGNING FOR FAMILIES**

**Skills to Share:** Policy & legislation

**Interested in Learning These Skills:** Fundraising/donor engagement



**ROCHELLE DEOLIVEIRA** (she/her)

**Director of Family Support & Advocacy, Project NICU**

Rochelle is proud to be a founding member of Project NICU and Director of Family Support & Advocacy, leading the Parent Mentor Program, Virtual Support Groups, Counseling Program & Hospital Partnerships. Honoring her own NICU experience and background as a therapist, Rochelle is passionate about creating support opportunities for all those who walk this journey. She is the founder of Full Circle, which was Cleveland's first community based peer support group for NICU parents.

**BIG IDEAS SESSIONS - HELPING THE HELPERS**

**Skills to Share:** Support program development | Hospital relationship building | Volunteer recruitment/training/support

**Interested in Learning These Skills:** Leadership development | Organizational development | Bereavement program development | Inclusion & diversity training | Volunteer recruitment/training/support



**ALI DUNN** (she/her)

**Founder/Author, Me Two Books**

Ali Dunn is the founder of Me Two Books and the author of four children's books. She is also the creator of two e-courses. Ali is the chief mom officer of identical twins born at 28 weeks.

**BIG IDEAS SESSIONS - HELPING THE HELPERS**

**Skills to Share:** Leadership development | Marketing & communications | Book writing & publishing

**Interested in Learning These Skills:** Hospital relationship development | Collaboration development



**TIFFANY GLADDIS** (she/her)

**Psychologist, Children's Mercy Hospital**

Tiffany Gladdis, PsyD is an Associate Professor at the University of Missouri-Kansas City and serves as the Perinatal/Neonatal Psychologist at Children's Mercy Hospital Kansas City. She is also the Medical Director for the Office of Equity and Diversity at Children's Mercy.

**THE POWER OF ATTACHMENT: EXPLORING INFANT-PARENT BONDING IN THE NICU**

**Skills to Share:** Leadership development | Diversity, Equity, Inclusion & Belonging | Hospital relationship building

**Interested in Learning These Skills:** Leadership development



**ERIKA GOYER** (she/they)

**Parent Advocate & Director of Communications, National Perinatal Association**

For more than a decade Erika has worked in the nonprofit community providing health education, peer-to-peer support, and community-based services for high-risk and underserved populations.

**COURAGEOUS COMMUNICATIONS: INTENTIONALLY CREATING DIVERSE & INCLUSIVE SPACES**

**Skills to Share:** Support program development | Diversity, Equity, Inclusion & Belonging | Community organizing & outreach | Collaboration development | Marketing & communications

**Interested in Learning These Skills:** Community organizing & outreach | Collaboration development | Policy & legislation



**LISA GRUBBS** (she/her)

**Founder and Director, NICU Helping Hands**

Lisa is founder and President of NICU Helping Hands, a non-profit organization based in Fort Worth, Texas, that develops hospital- and community-based projects to provide education and support for families with babies in the neonatal intensive care unit (NICU), during their transition from hospital to home and in the event of an infant loss.

**WE ARE NOT OUR LABELS**

**Skills to Share:** Support program development | Signature event planning | Hospital relationship building | Volunteer recruitment/training/support | Bereavement program development

**Interested in Learning These Skills:** Professional/Organizational Coaching/Consulting | Marketing/communications | Inclusion & diversity training | Policy & legislation

# SPEAKERS



## GIGI KHONYONGWA-FERNANDEZ

Founder/Principal Coach, GKF Coaching & Consulting/Families Blossoming

Gigi Khonyongwa-Fernandez, is an ICF accredited and Trauma-informed Coach, who specialises in leadership and organisational wellness, diversity, empowerment, and consulting. She holds a BSc in Occupational Therapy, MSc in Health, Population and Society and Diploma in Personal Performance Coaching. Gigi has international clinical and management experience and global board appointments in the health sector. She is passionate about imbedding joy in all aspects of her work, and currently resides in London, England.

### **COURAGEOUS COMMUNICATIONS: INTENTIONALLY CREATING DIVERSE & INCLUSIVE SPACES**

**Skills to Share:** Leadership development | Diversity, Equity, Inclusion & Belonging

**Interested in Learning These Skills:** Marketing/communications | Book writing



## TIEAST LEVERETT (she/her)

University Relations Manager, Stellantis

Tieast is the mother of three inspiring children including a micro preemie NICU graduate who was born at 26 weeks. She is actively engaged in advocacy for neurodiversity and eliminating disparity in access to medical care and serves on the Board of Trustees for On My Own of Michigan. Tieast has held positions in training, public speaking, government contracting, and commercial aviation, and is currently the University Relations Lead for Stellantis North America.

### **COURAGEOUS COMMUNICATIONS: INTENTIONALLY CREATING DIVERSE & INCLUSIVE SPACES**

**Skills to Share:** Diversity, Equity, Inclusion & Belonging | Hospital relationship building | Marketing & communications

**Interested in Learning These Skills:** Grant research & writing | Advocacy training



## JENNIFER MIDDLETON (she/her)

Associate Professor and Director, University of Louisville

Dr. Jennifer Middleton is an Associate Professor of Forensic Social Work at the University of Louisville and the Director of the UofL Human Trafficking Research Initiative. Dr. Middleton's research, teaching, and service activities all focus on partnering with organizations and communities to develop trauma-informed approaches to working with children and families impacted by trauma. During her forensic social work career, Dr. Middleton interviewed and provided services to over 4,000 sexually exploited and trafficked children.

### **NAVIGATING COMPASSION FATIGUE & CREATING RESILIENCE THROUGH PARALLEL PROCESS**

**Skills to Share:** Leadership development | Diversity, Equity, Inclusion & Belonging | Supporting staff | Grant research & writing

**Interested in Learning These Skills:** Organizational development | Fundraising/donor engagement

**Marketing/communications | Book writing | Product research & development**



## NICOLE NYBERG (she/her)

NNP/NICU Parent, Empowering NICU Parents

Nicole Nyberg is a NNP, and NICU parent. As CEO and Founder of Empowering NICU Parents and host of the Empowering NICU Parents' Podcast, she supports, educates, and empowers NICU parents and clinicians. She is a published author and published a NICU Journal, Our NICU Roadmap.

### **FAMILY-CENTERED CARE: OVERCOMING BARRIERS, A COLLABORATIVE APPROACH**

**Skills to Share:** Book writing & publishing

**Interested in Learning These Skills:** Professional/Organizational Coaching/Consulting | Marketing/communications



### **SOPHIA ROSENBLATT** (she/her)

#### **Director of Programs and Partnerships, Saul's Light**

Sophia Rosenblatt is the Director of Programs and Partnerships for Saul's Light, a New Orleans based nonprofit which supports NICU and bereaved families in Louisiana. Sophia previously served as Saul's Light's Program Coordinator. Sophia is passionate about supporting parents with community-based resources and meeting families where they are.

#### **ADVOCACY FOR POLICY CHANGE: RED & BLUE STATES ALIGNING FOR FAMILIES**

**Skills to Share:** Support program development | Hospital relationship building | Collaboration development  
**Interested in Learning These Skills:** Special event planning | Bereavement program development | Volunteer recruitment/training/support



### **MEEGAN SNYDER** (she/her)

#### **Director, Premie Parent Mentor Program, Graham's Foundation**

Meegan is the Director of the Premie Parent Mentor Program for Graham's Foundation. She is a Certified Trauma Informed Professional and is currently serving on the FCC Task Force Executive Council, The Doylestown Health ICN Family Advisory Board, and the NPN Professional Development Committee. Meegan's passion for supporting parents through their prematurity journey comes from her own experience with having her daughter at 28 weeks.

#### **FAMILY-CENTERED CARE: OVERCOMING BARRIERS, A COLLABORATIVE APPROACH**

**Skills to Share:** Volunteer recruitment/training/support | Supporting staff  
**Interested in Learning These Skills:** Organizational development



### **KEIRA SORRELLS** (she/her)

#### **Executive Director, NICU Parent Network**

As Co-founder and Executive Director of the NICU Parent Network, Keira Sorrells has been leading the movement to elevate the NICU Parent Leader as a professional in maternal-infant health. After giving birth to triplets at just 25 weeks 5 days gestation and losing one of her daughters at 14 months old, Keira was propelled into maternal-infant health out of a deep-seated desire to ensure no parent experiences the trauma of preterm birth or loss alone. Together, with a dedicated team of NICU Parent Leaders, Keira has grown the NICU Parent Network to be a sought-after resource and collaborative partner for providers, researchers, industry, and other stakeholders in this niche of healthcare.

#### **BIG IDEAS SESSIONS - HELPING THE HELPERS**

**Skills to Share:** Leadership development | Collaboration development  
**Interested in Learning These Skills:** Fundraising/donor engagement | Marketing/communications



### **BEATRIZ VIDES** (she/her)

#### **Consultant/Faculty, Center for Trauma Resilient Communities**

Beatriz Vides shares the story of trauma and resilience with the many children and families and communities she has worked with throughout her 36-year career. In 2018, she co-founded the Center for Trauma Resilient Communities. Beatriz has achieved prominence in adapting trauma theory into daily practice in multiple settings. Her work in schools, residential programs, community-based programs, hospitals, and even entire cities, among others, has helped create healing and resilient communities across the United States.

#### **NAVIGATING COMPASSION FATIGUE & CREATING RESILIENCE THROUGH PARALLEL PROCESS**

**Skills to Share:** Support program development | Leadership development | Diversity, Equity, Inclusion & Belonging  
Hospital relationship building | Collaboration development | Volunteer recruitment/training/support | Supporting staff  
**Interested in Learning These Skills:** Fundraising/donor engagement | Book writing | Community organizing & outreach  
Product research & development

# SPONSORS

## Industry Collective



Sobi is a specialized international biopharmaceutical company transforming the lives of people with rare and debilitating diseases. Providing reliable access to innovative medicines in the areas of hematology, immunology, specialty care, and now oncology, Sobi has approximately 1,600 employees across Europe, North America, the Middle East, Asia, and Australia.



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birthweight preemies, the company is exploring the therapeutic potential of human milk across a wide spectrum of human diseases, including applications for infants requiring surgery for congenital cardiac and gastrointestinal disorders.



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Vision:

To be the global leader in infant and children's evidence-based feeding solutions by providing products, support,

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Date of preparation: Month Year: NP-XXXX

## ATTENDEES



[nicuhelpinghands.org](http://nicuhelpinghands.org)

**MELISSA ALVAREZ** (she/her) - Program Facilitator, NICU Helping Hands  
**Skills to Share:** Support program development | Diversity, Equity, Inclusion & Belonging | Community organizing & outreach | Hospital relationship building  
Supporting staff | Bereavement program development  
**Interested in Learning These Skills:** Special event planning | Marketing/communications



[handtohold.org](http://handtohold.org)

**RACHEL ASTORGA-MCCAIN** (she/her) - Program Director, Hand to Hold  
**Skills to Share:** Support program development | Supporting staff  
**Interested in Learning These Skills:** Grant research & writing | Advocacy training  
Policy & legislation



[drbrownsmmedical.com](http://drbrownsmmedical.com)

**SANDI AUBUCHON** - President, Medical Division at Dr. Brown's Medical  
**Skills to Share:** Support program development  
**Interested in Learning These Skills:** Leadership development



[nicuparentclub.com](http://nicuparentclub.com)

**MEREDITH BARRON** (she/her) - Director of Strategic Planning, NICU Parent Club  
**Skills to Share:** Signature event planning | Supporting staff | Corporate sponsor relationships  
**Interested in Learning These Skills:** Leadership development | Organizational development | Professional/Organizational Coaching/Consulting Fundraising/donor engagement | Special event planning | Collaboration development

# ATTENDEES



[cookchildrens.org](http://cookchildrens.org)

**JENAE BOWMER** (she/her) - Registered Nurse, Cook Children's Medical Center

**Skills to Share:** Leadership development

**Interested in Learning These Skills:** Advocacy training | Bereavement program development | Hospital relationship development | Collaboration development



[prolacta.com](http://prolacta.com)

**MARCUS BOYLE** (he/him) - Director, Advocacy at Prolacta Bioscience

**Skills to Share:** Collaboration development

**Interested in Learning These Skills:** Community organizing & outreach | Hospital relationship development



[grahamsfoundation.org](http://grahamsfoundation.org)

**JESSICA CLARK** (she/her) - Graphic Designer, Graham's Foundation

**Skills to Share:** Marketing & communications

**Interested in Learning These Skills:** Fundraising/donor engagement



[projectnicu.com](http://projectnicu.com)

**VALERIE COLLIGNON** (she/her) - Peer Support Coordinator, Project NICU

**Skills to Share:** Support program development | Corporate sponsor relationships

**Interested in Learning These Skills:** Professional/Organizational Coaching/Consulting | Support program development | Hospital relationship development | Volunteer recruitment/training/support



[nicuparentclub.com](http://nicuparentclub.com)

**ASHLEY CRABTREE** (she/her) - Co-Founder & CFO, NICU Parent Club

**Skills to Share:** Signature event planning | Hospital relationship building | Corporate sponsor relationships

**Interested in Learning These Skills:** Leadership development | Organizational development | Professional/Organizational Coaching/Consulting | Support program development | Fundraising/donor engagement | Marketing/communications | Grant research & writing | Advocacy training | Community organizing & outreach | Inclusion & diversity training | Volunteer recruitment/training/support | Collaboration development



[jenniferdegl.com](http://jenniferdegl.com)

**JENNIFER DEGL** (she/her) - Founder, Speaking for Moms & Babies, Inc.

**Skills to Share:** Volunteer recruitment/training/support | Book writing & publishing

**Interested in Learning These Skills:** Grant research & writing | Advocacy training | Policy & legislation



[nicuhelpinghands.org](http://nicuhelpinghands.org)

**EMILY DILLION** (she/her) - Program Facilitator, NICU Helping Hands

**Skills to Share:** Support program development | Diversity, Equity, Inclusion & Belonging | Community organizing & outreach | Hospital relationship building | Supporting staff | Bereavement program development

**Interested in Learning These Skills:** Special event planning | Marketing/communications



[projectnicu.com](http://projectnicu.com)

**AMY FINN** (she/her) - Director of Programs & Development, Project NICU

**Skills to Share:** Signature event planning | Hospital relationship building

**Interested in Learning These Skills:** Fundraising/donor engagement | Grant research & writing | Bereavement program development | Community organizing & outreach | Inclusion & diversity training





[projectsweetpeas.com](http://projectsweetpeas.com)

**AMANDA FISHER** (she/her) - **Board of Advisor, Project Sweet Peas**

**Skills to Share:** Fundraising/donor engagement | Community organizing & outreach  
Hospital relationship building | Collaboration development | Marketing & communications

**Interested in Learning These Skills:** Leadership development | Organizational development | Support program development | Fundraising/donor engagement  
Special event planning | Marketing/communications | Community organizing & outreach | Hospital relationship development



**KATHI FRANKEL** (she/her) -

**Developmental Specialist, Bear With Me Family Physical Therapy**

**Skills to Share:** Support program development | Diversity, Equity, Inclusion & Belonging | Hospital relationship building | Collaboration development | Volunteer recruitment/training/support

**Interested in Learning These Skills:** Advocacy training | Book writing | Community organizing & outreach | Hospital relationship development



[nicualumni.org](http://nicualumni.org)

**GRISEL GALARZA** (she/her) - **Board Member & Neonatologist, NICU Alumni**

**Skills to Share:** Community organizing & outreach | Hospital relationship building

**Interested in Learning These Skills:** Fundraising/donor engagement  
Marketing/communications



[prolacta.com](http://prolacta.com)

**CRISTAL GROGAN** (she/her) - **Global Marketing, Parent Outreach and Events, Prolacta Bioscience**

**Skills to Share:** Signature event planning | Community organizing & outreach  
Collaboration development | Marketing & communications | Corporate sponsor relationships

**Interested in Learning These Skills:** Special event planning | Advocacy training  
Community organizing & outreach | Hospital relationship development | Inclusion & diversity training | Collaboration development | Policy & legislation



[grahamsfoundation.org](http://grahamsfoundation.org)

**NICHOLAS HALL** (he/him) - **Founder, Graham's Foundation**

**Skills to Share:** Support program development | Leadership development | Supporting staff | Corporate sponsor relationships

**Interested in Learning These Skills:** Leadership development | Organizational development | Professional/Organizational Coaching/Consulting | Support program development



[nicuparentclub.com](http://nicuparentclub.com)

**CAROLYN HARRISON** (she/her) - **CEO/Founder, NICU Parent Club**

**Skills to Share:** Leadership development | Signature event planning | Hospital relationship building | Supporting staff

**Interested in Learning These Skills:** Organizational development | Fundraising/donor engagement | Marketing/communications | Grant research & writing | Community organizing & outreach | Volunteer recruitment/training/support | Policy & legislation



[angeleyehealth.com](http://angeleyehealth.com)

**JAYLEE HILLIARD** (she/her) - **Sr. Director of Clinical Strategy, AngelEye Health**

**Skills to Share:** Leadership development | Fundraising/donor engagement | Signature event planning | Hospital relationship building | Collaboration development | Volunteer recruitment/training/support | Supporting staff | Bereavement program development | Grant research & writing | Marketing & communications | Corporate sponsor relationships

**Interested in Learning These Skills:** Fundraising/donor engagement | Marketing/communications | Community organizing & outreach | Hospital relationship development | Policy & legislation | Product research & development

# ATTENDEES



[nicualumni.org](http://nicualumni.org)

**ANDREA HICKSON** (she/her) - **Founder & Executive Director, NICU Alumni**

**Skills to Share:** Collaboration development | Grant research & writing  
**Interested in Learning These Skills:** Fundraising/donor engagement | Marketing/communications



[marksmission.org](http://marksmission.org)

**BRITTANY HUTTO** (she/her) - **Founder & CEO, Mark's Mission**

**Skills to Share:** Leadership development | Community organizing & outreach | Hospital relationship building | Collaboration development | Grant research & writing | Marketing & communications | Book writing & publishing  
**Interested in Learning These Skills:** Fundraising/donor engagement | Special event planning | Advocacy training | Book writing | Policy & legislation



[thezaky.com](http://thezaky.com)

**YAMILE JACKSON** (she/her) - **CEO, Nurtured by Design - The Zaky**

**Skills to Share:** Leadership development | Diversity, Equity, Inclusion & Belonging | Community organizing & outreach | Collaboration development  
**Interested in Learning These Skills:** Collaboration development



[angeleyehealth.com](http://angeleyehealth.com)

**KAT KAYS** (she/her)

**Director of MilkTracker Product & Operations, AngelEye Health**

**Skills to Share:** Hospital relationship building | Collaboration development | Supporting staff | Bereavement program development  
**Interested in Learning These Skills:** Fundraising/donor engagement | Marketing/communications | Community organizing & outreach | Hospital relationship development | Collaboration development | Product research & development



[handtohold.org](http://handtohold.org)

**KELLI KELLEY** (she/her) - **Founder and CEO, Hand to Hold**

**Skills to Share:** Leadership development  
**Interested in Learning These Skills:** Product research & development



[projectsweetpeas.com](http://projectsweetpeas.com)

**SARAH KING BHETARIA** (she/her) - **President, Project Sweet Peas**

**Skills to Share:** Support program development | Leadership development | Fundraising/donor engagement | Community organizing & outreach | Hospital relationship building | Collaboration development | Volunteer recruitment/training/support | Supporting staff | Bereavement program development | Grant research & writing | Marketing & communications | Corporate sponsor relationships  
**Interested in Learning These Skills:** Leadership development | Organizational development | Professional/Organizational Coaching/Consulting | Fundraising/donor engagement | Marketing/communications | Grant research & writing | Community organizing & outreach | Inclusion & diversity training | Volunteer recruitment/training/support | Collaboration development



[givingisafamilytradition.org](http://givingisafamilytradition.org)

**JENNIFER KRASSINGER** (she/her) - **Founder & Executive Director, GiFT**

**Skills to Share:** Support program development | Hospital relationship building | Supporting staff  
**Interested in Learning These Skills:** Leadership development | Organizational development | Professional/Organizational Coaching/Consulting | Support program development | Fundraising/donor engagement | Special event planning | Marketing/communications | Grant research & writing | Advocacy training | Bereavement program development | Community organizing & outreach | Collaboration development



[projectnicu.com](http://projectnicu.com)

**HEATHER LAW** (she/her) - Vice President, Project NICU

**Skills to Share:** Signature event planning | Volunteer recruitment/training/support | Supporting staff

**Interested in Learning These Skills:** Special event planning | Community organizing & outreach | Hospital relationship development



[nationalperinatal.org](http://nationalperinatal.org)

**KRISTY LOVE** (she/her) - Executive Director, National Perinatal Association

**Skills to Share:** Support program development | Supporting staff

**Interested in Learning These Skills:** Inclusion & diversity training



[chiesiusa.com](http://chiesiusa.com)

**CHRISTINA MARTIN** (she/her) - Product Manager, Chiesi

**Skills to Share:** Marketing & communications

**Interested in Learning These Skills:** Hospital relationship development | Product research & development



[paradidomilife.com](http://paradidomilife.com)

**FARRIN MORENO** (she/her) - President, Paradidomi Life, LLC

**Skills to Share:** Support program development | Leadership development | Signature event planning | Community organizing & outreach | Volunteer recruitment/training/support | Marketing & communications

**Interested in Learning These Skills:** Fundraising/donor engagement | Grant research & writing | Hospital relationship development | Collaboration development | Policy & legislation | Product research & development

[lsuhsc.edu](http://lsuhsc.edu)

**STACI OLISTER** (she/her) - Neonatologist, LSUHSC-NO

**Skills to Share:** Hospital relationship building

**Interested in Learning These Skills:** Organizational development | Support program development



[sobi.com/usa](http://sobi.com/usa)

**GLENNA SHEN** (she/her) - VP Corporate Affairs, Sobi N.A.

**Skills to Share:** Leadership development | Policy & legislation | Collaboration development | Corporate sponsor relationships

**Interested in Learning These Skills:** Community organizing & outreach



[healthcare.ascension.org](http://healthcare.ascension.org)

**BRENDA PAPIERNIAK** (she/her) - Perinatal Health Psychologist

**Ascension Saint Alexius Women & Children's Hospital**

**Skills to Share:** Support program development | Diversity, Equity, Inclusion & Belonging | Hospital relationship building | Collaboration development | Supporting staff

**Interested in Learning These Skills:** Fundraising/donor engagement | Grant research & writing | Policy & legislation



[prolacta.com](http://prolacta.com)

**MIKE PETRUCELLI** (he/him) - Senior Director, Advocacy at Prolacta Bioscience

**Skills to Share:** Fundraising/donor engagement | Community organizing & outreach | Policy & legislation | Hospital relationship building | Collaboration development | Corporate sponsor relationships

**Interested in Learning These Skills:** Advocacy training | Community organizing & outreach | Hospital relationship development | Inclusion & diversity training | Collaboration development | Policy & legislation

# ATTENDEES



ttmpf.org

**SANDRA PLATT** (she/her)

Professional Peer Parent Mentor & LSW, The Tiny Miracles Foundation

**Skills to Share:** Support program development | Volunteer recruitment/training/support | Bereavement program development

**Interested in Learning These Skills:** Professional/Organizational Coaching/Consulting | Support program development | Bereavement program development | Hospital relationship development | Volunteer recruitment/training/support



nicuhelpinghands.org

**LASHLEY PORTILLO** (she/her) - Program Facilitator, NICU Helping Hands

**Skills to Share:** Volunteer recruitment/training/support | Supporting staff

**Interested in Learning These Skills:** Organizational development | Professional/Organizational Coaching/Consulting | Special event planning | Marketing/communications | Book writing



wholeheartedandbrave.com/courageoussteps

**KATIE REGINATO CASCAMO** (she/her)

Founder & Principal Consultant, Courageous Steps

**Skills to Share:** Leadership development | Signature event planning | Diversity, Equity, Inclusion & Belonging | Community organizing & outreach | Policy & legislation | Collaboration development | Volunteer recruitment/training/support | Supporting staff | Grant research & writing | Corporate sponsor relationships

**Interested in Learning These Skills:** Leadership development | Organizational development | Professional/Organizational Coaching/Consulting | Special event planning | Marketing/communications | Grant research & writing | Advocacy training | Community organizing & outreach | Inclusion & diversity training | Volunteer recruitment/training/support | Collaboration development | Policy & legislation | Product research & development



grahamsfoundation.org

**SAMANTHA RICE** (she/her) - Content Manager, Graham's Foundation

**Skills to Share:** Fundraising/donor engagement | Signature event planning | Community organizing & outreach | Volunteer recruitment/training/support | Marketing & communications | Corporate sponsor relationships

**Interested in Learning These Skills:** Support program development | Fundraising/donor engagement | Special event planning | Marketing/communications | Community organizing & outreach | Hospital relationship development | Volunteer recruitment/training/support | Collaboration development



projectsweetpeas.com

**NICOLE RODRIGUEZ** (she/her) - Volunteer, Project Sweet Peas

**Skills to Share:** Support program development | Diversity, Equity, Inclusion & Belonging | Community organizing & outreach | Hospital relationship building | Volunteer recruitment/training/support | Supporting staff | Bereavement program development

**Interested in Learning These Skills:** Product research & development



todayisagoodday.org

**MARTHA SHARKEY** (she/her) - Founder & CEO, Today is a Good Day

**Skills to Share:** Support program development | Leadership development | Fundraising/donor engagement | Signature event planning | Volunteer recruitment/training/support | Corporate sponsor relationships

**Interested in Learning These Skills:** Advocacy training | Book writing | Bereavement program development | Community organizing & outreach



todayisagoodday.org

**PAUL SHARKEY** (he/him) - Board Member, Today is a Good Day

**Skills to Share:** Hospital relationship building | Volunteer recruitment/training/support

**Interested in Learning These Skills:** Support program development | Community organizing & outreach



chiesiusa.com

**ELEANOR SHEPHERD** (she/her) - Associate Director, Marketing at Chiesi

**Skills to Share:** Marketing & communications

**Interested in Learning These Skills:** Marketing/communications | Hospital relationship development | Product research & development



icubaby.org

**ELIZABETH SIMONTON** (she/her) - CEO, ICU baby

**Skills to Share:** Support program development | Leadership development | Fundraising/donor engagement | Community organizing & outreach | Hospital relationship building | Collaboration development | Volunteer recruitment/training/support | Supporting staff | Grant research & writing | Marketing & communications

**Interested in Learning These Skills:** Fundraising/donor engagement | Special event planning | Bereavement program development | Hospital relationship development



SilvieBells.com

**JENNIFER OLIVER SMITH** (she/her) - President, Silvie Bells

**Skills to Share:** Hospital relationship building

**Interested in Learning These Skills:** Fundraising/donor engagement



mend.org

**LILIANA SOLIS** (she/her) - Satellite Chapter Assistant, M.E.N.D.

**Skills to Share:** Bereavement program development

**Interested in Learning These Skills:** Support program development | Fundraising/donor engagement | Marketing/communications | Community organizing & outreach | Hospital relationship development



fsncc.org

**MEREDITH SPAUGH** (she/her)

Asst. Director NICU Family Support, Family Support Network of Central Carolina

**Skills to Share:** Support program development | Hospital relationship building | Collaboration development | Volunteer recruitment/training/support | Supporting staff | Marketing & communications

**Interested in Learning These Skills:** Leadership development | Organizational development | Professional/Organizational Coaching/Consulting | Support program development | Special event planning | Marketing/communications | Grant research & writing | Bereavement program development | Hospital relationship development | Inclusion & diversity training



givingisafamilytradition.org

**LAURA STINSON** (she/her) - Family Liaison, GIFT

**Skills to Share:** Support program development

**Interested in Learning These Skills:** Leadership development | Organizational development | Professional/Organizational Coaching/Consulting | Support program development | Fundraising/donor engagement | Special event planning | Marketing/communications | Grant research & writing | Advocacy training | Bereavement program development | Community organizing & outreach | Collaboration development



grahamsfoundation.org

**AMANDA TELLMANN** (she/her) -

Community Outreach and Care Package Coordinator, Graham's Foundation

**Skills to Share:** Support program development | Community organizing & outreach | Volunteer recruitment/training/support

**Interested in Learning These Skills:** Fundraising/donor engagement | Community organizing & outreach | Volunteer recruitment/training/support



# ATTENDEES



elibabies.org

## SELENA TISDALE

Founder/Executive Director, Eli Collins Foundation For Premature Babies

**Skills to Share:** Support program development | Community organizing & outreach | Bereavement program development

**Interested in Learning These Skills:** Fundraising/donor engagement | Grant research & writing | Hospital relationship development



projectsweetpeas.com

## CARRIE TYLER (she/her)

Division Coordinator/ Board Advisor, Project Sweet Peas

**Skills to Share:** Fundraising/donor engagement | Signature event planning

**Interested in Learning These Skills:** Fundraising/donor engagement | Special event planning | Marketing/communications | Grant research & writing



tinybabycollaborative.org

## KOURTNEY VIER (she/her)

Steering Committee Member, Tiny Baby Collaborative

**Skills to Share:** Hospital relationship building | Supporting staff

**Interested in Learning These Skills:** Marketing/communications | Advocacy training | Hospital relationship development



finnandcogfits.com

## JAYME WHITE (she/her) - Owner/CEO, Finn and Co Gifts, LLC

**Skills to Share:** Marketing & communications

**Interested in Learning These Skills:** Professional/Organizational Coaching/Consulting | Marketing/communications | Hospital relationship development | Collaboration development | Product research & development

## NICU Discharge Preparation and Transition Planning



Interdisciplinary Guidelines and Recommendations

OUR GOAL

### NICU Discharge Readiness

is the attainment of

- technical skills and knowledge
- emotional comfort
- confidence with infant care

by the primary caregivers at the time of discharge.



### Discharge preparation

is the process.



### Discharge readiness

is the desired outcome.

Parents whose babies are admitted to the neonatal intensive care unit (NICU) need support. Whether their baby's stay is brief or long, uncomplicated or complex, a NICU stay changes how they care for their infant and how they will parent once they are discharged.

While we know that a NICU stay is traumatic for most parents, the consequences of a family's time spent in the NICU do not need to be negative ones.

Supportive NICU teams can use the time a family is in the NICU to engage in a well-designed discharge preparation and transition planning program.

These programs can have a lasting positive impact on both the infant's health and the family's wellbeing - and help us build stronger, more supportive communities.



### CONTENT OF GUIDELINES:

- basic information
- anticipatory guidance
- family and home needs assessment
- transfer and coordination of care



### INTERDISCIPLINARY TEAM with the FAMILY at the CENTER



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**November 9, 2023**  
 8PM EST / 7PM CST / 5PM PST

Please visit  
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 to remain tight in a bud  
 was more painful than  
 the risk to blossom. Anais Nin*

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www.PremieWorld.com

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theattogrowcourse.com

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Katrina Tansson, Author of The Gift of an Ordinary Day

Available wherever books are sold.

[www.kaseymathews.com](http://www.kaseymathews.com)



[nicuparentnetwork.org](http://nicuparentnetwork.org)